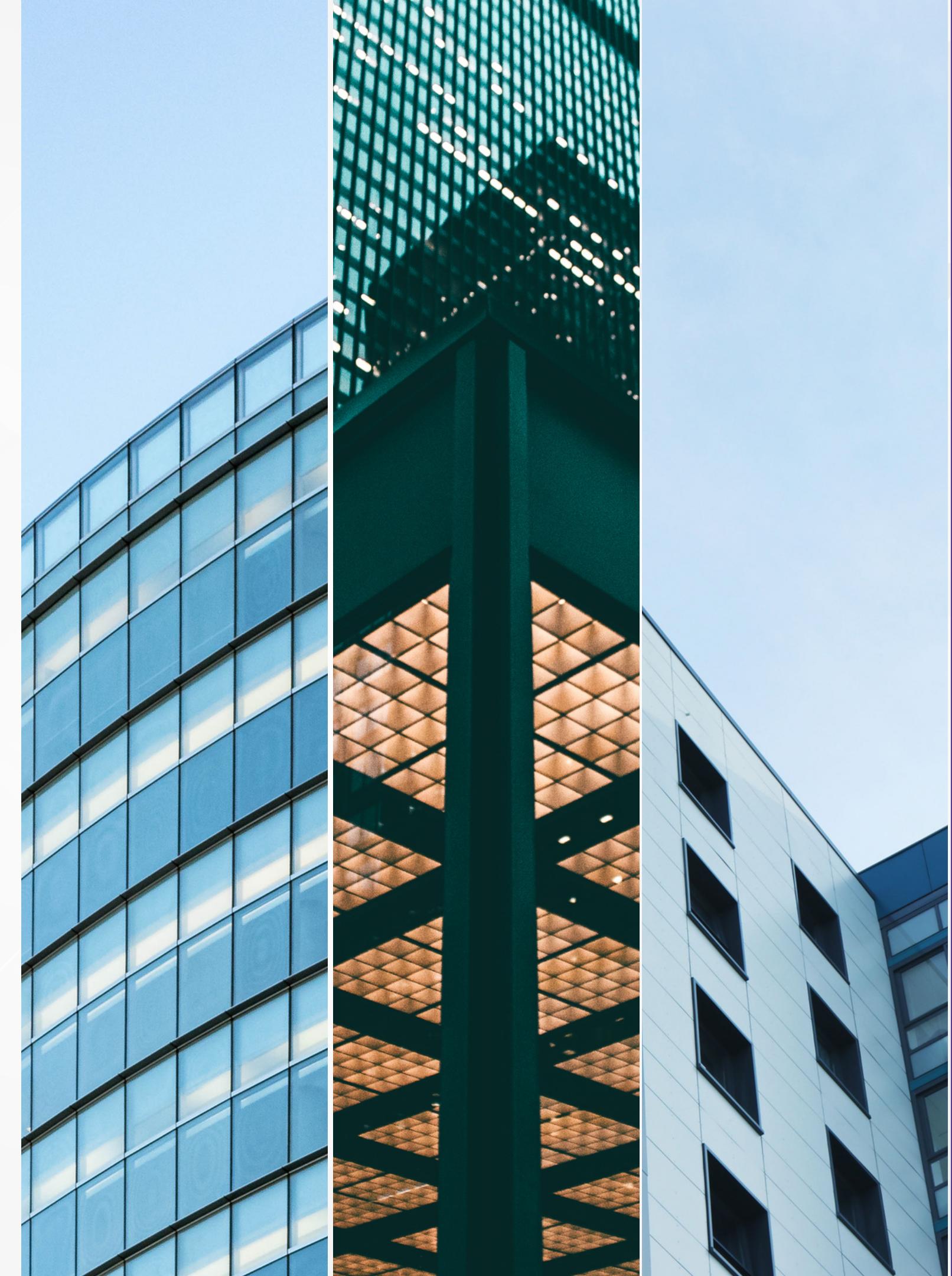


HR ANALYTICS PROJECT

HR Attrition Dashboard – A tool for identifying trends, pinpointing root causes of attrition, and developing targeted strategies to improve employee retention.

OBJECTIVE

Assist the organization in enhancing employee performance and strengthening retention rates by crafting an HR Attrition Analytics dashboard.



WHAT WE DO

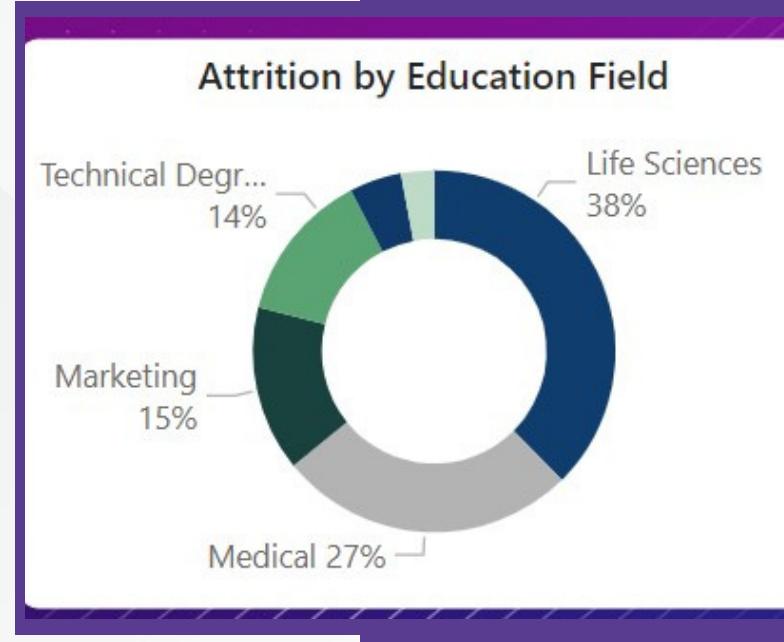
Unveiling the reason why the employees are leaving. This HR analytics dashboard goes beyond simple metrics, offering interactive visualizations and drill-down capabilities to expose the reasons behind employee attrition.

The dashboard will be divided into clear sections, each focusing on a specific aspect of attrition

This dashboard provides a targeted view of employee attrition within the organization, focusing on specific factors.

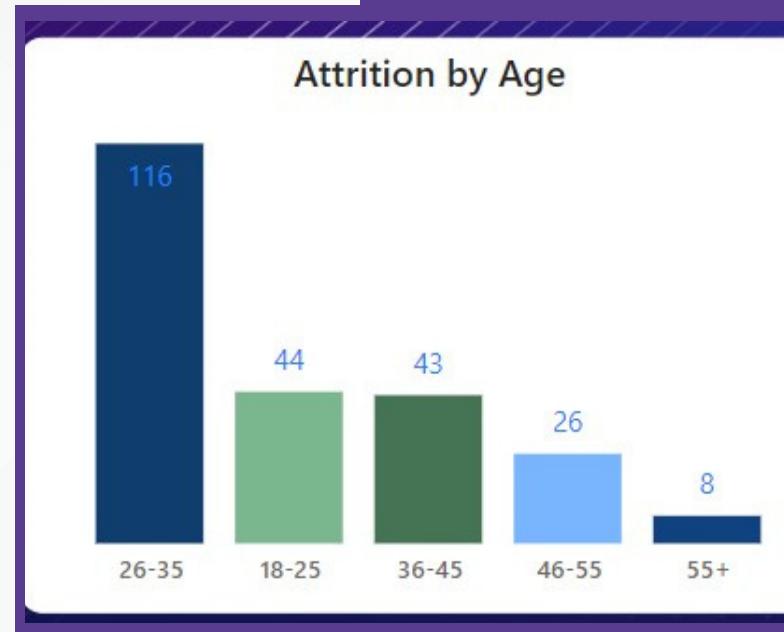


HR ATTRITION VISUALS



Attrition by Education Field

This helps you understand if employees with certain educational backgrounds are more likely to leave



Attrition by Age

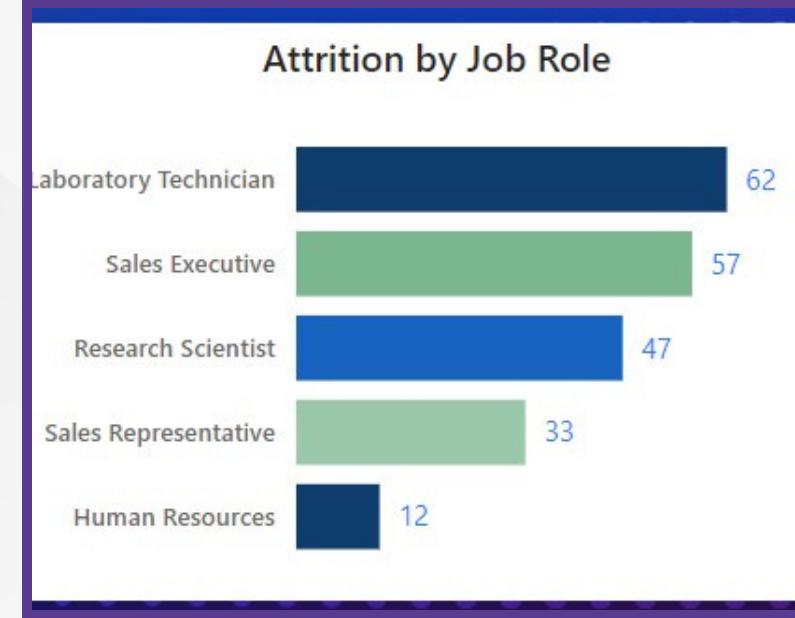
Analyze if specific age groups show higher attrition rates, which could indicate career development needs or challenges for younger/older demographics.



Attrition Due to Salary

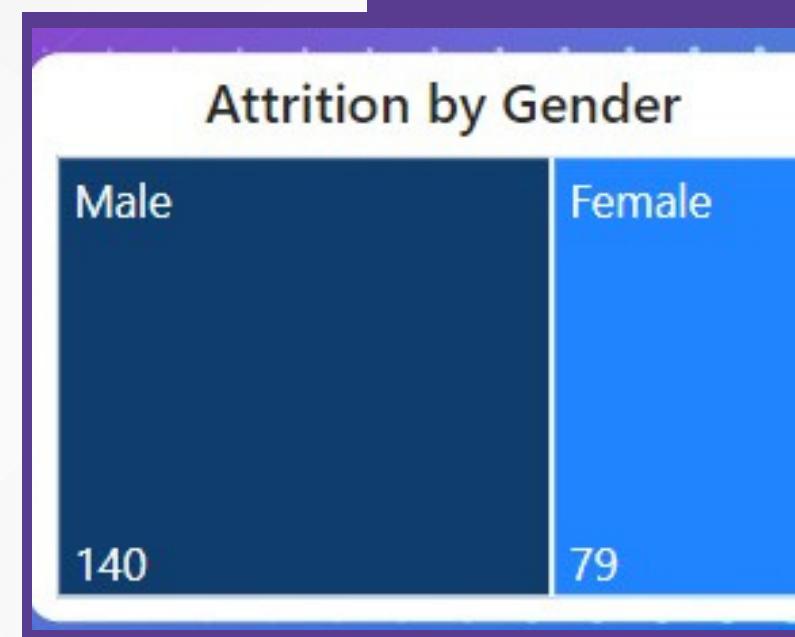
This explores the link between compensation and employee retention, allowing you to identify potential pay gaps or areas for salary adjustments.

HR ATTRITION VISUALS



Attrition by Job Role

This helps pinpoint roles with higher turnover, allowing you to investigate workload, career paths, or specific challenges faced by those employees.



Attrition by Gender

The tree structure inherently shows the breakdown of attrition by gender.



Attrition in One Year

This provides a clear picture of overall attrition within the past year, acting as a baseline for further analysis.

HR ATTRITION DASHBOARD



HR ANALYTICS DASHBOARD

Total Employees
1470

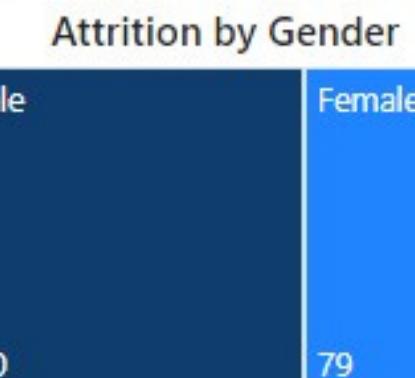
Attrition
237

Attrition Rate
16.1%

Avg Age
37

Avg Salary
6.5K

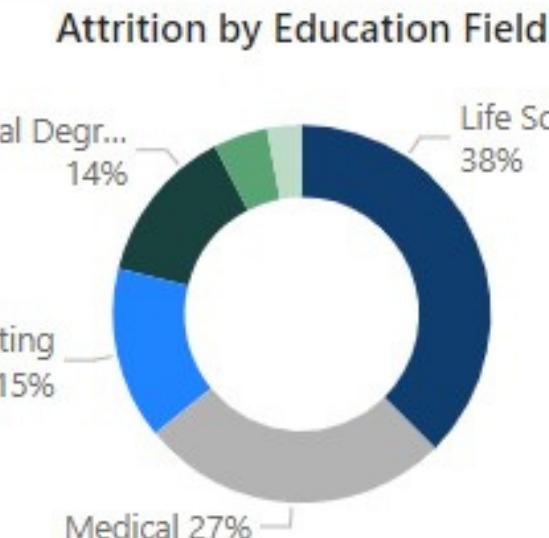
Avg Years
7.0



Human Resour...

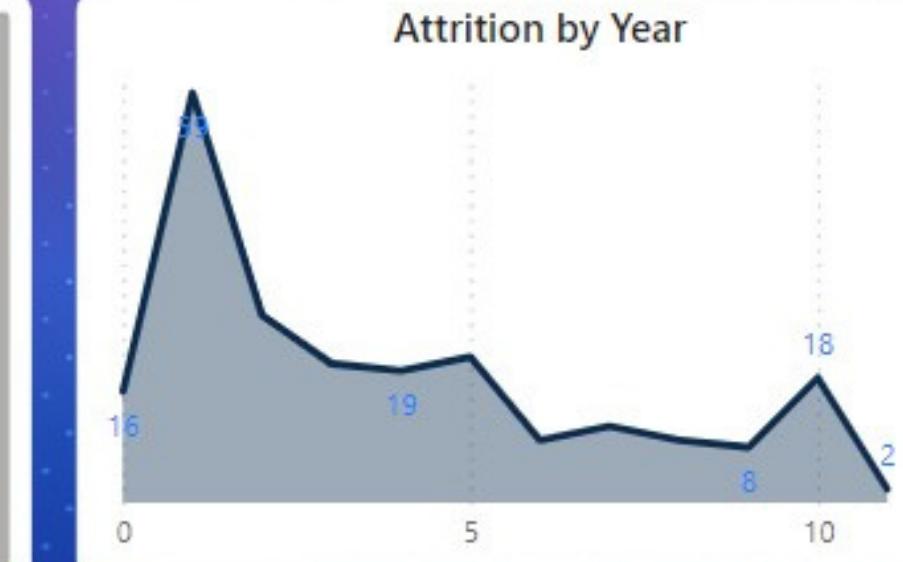
Research & Develop...

Sales

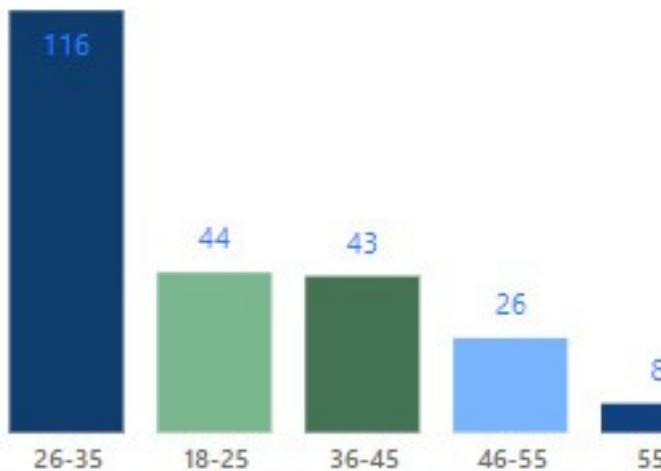


JobRole	1	2	3	4	Total
Healthcare Representative	2	2	1	4	9
Human Resources	5	2	3	2	12
Laboratory Technician	20	8	21	13	62
Manager	1	2	1	1	5
Manufacturing Director	2	2	4	2	10
Research Director	0	1	1	0	2
Research Scientist	13	10	15	9	47
Sales Executive	16	9	18	14	57
Sales Representative	7	10	9	7	33
Total	66	46	73	52	237

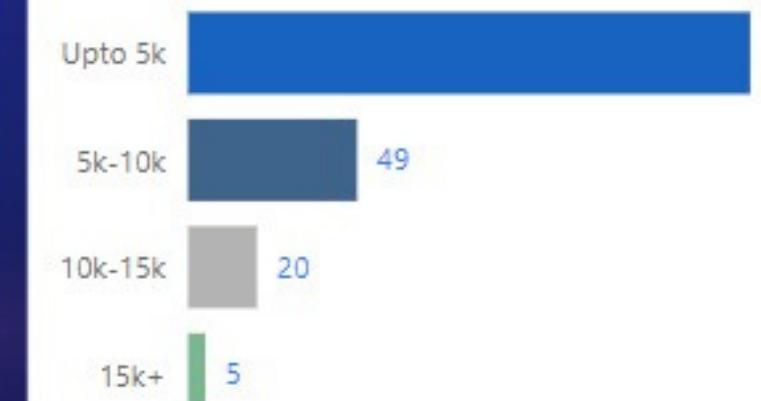
Attrition by Year



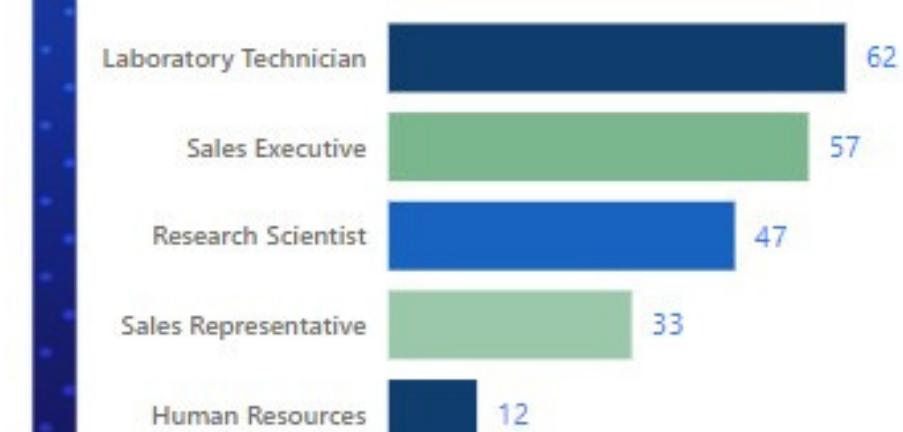
Attrition by Age



Attrition due to Salary



Attrition by Job Role



HR ATTRITION DASHBOARD OUTCOMES



Combining these metrics

- A high Attrition Rate alongside a low Average Age of Employees might suggest challenges retaining younger employees.
- A low Average Salary compared to industry standards could be a factor in employee departures.
- A low Average Years with Company could indicate difficulty attracting and retaining talent in the long term.
- The matrix table visualizes the relationship between employee job satisfaction and attrition rates, categorized by company score.
- It lists different levels of job satisfaction reported by employees through surveys or feedback mechanisms.
- The column represents a score assigned to different aspects of the company experience. Cells with high attrition rates, especially for lower company scores and dissatisfaction categories, highlight areas of concern.

PROJECT LEARNING

- Identified key factors to reduce attrition.
- Improved the hiring process.
- Improved employee experience
- Made workforce more productive
- Gained employee trust



THANK YOU

Presented by :

Rashmi Sharma